



MENTORSHIP PROGRAMME

Introduction

Since the inception of KIPPRA in 1999, the demand for its policy analysis and advice has grown to the extent that the Institute's capacity is increasingly stretched. This responsibility has put a huge challenge to the Institute especially in ensuring that its policy analysis, and the advice generated is sound and that its researchers have adequate time to follow frontier developments in analytical tools. In view of this, KIPPRA management in 2008 identified the need to regularly inject external perspectives by pro-actively attracting outstanding senior researchers and experienced policy practitioners to its mentorship programme.

Rationale

The average age of research staff at KIPPRA is about 40 years. While all researchers are highly educated, having at least Masters degree and about one-third of them having doctorates, the average age indicates that some of them need adequate exposure to practical experience with respect to public policy making. Past efforts to address this by recruiting more experienced external researchers and policy practitioners have not been successful because the majority of them already have permanent or secure jobs, especially in universities. The Institute, therefore, found it necessary to consider alternative models of leveraging this resource.

A flexible mentorship programme would enable the Institute to leverage on analytical skills and practical experience that it may not afford to hire on full time long-term basis. This includes skills among Kenyans in the diaspora. It is expected that the programme would also help identify longer-term senior researchers for the Institute because it would provide an opportunity for the researchers to reveal their true productivity and quality through monitoring and evaluation of the programme.

Modalities and Qualifications

Candidates for the mentorship programme are hired for a period of 3-12 months, renewable only once on a continuous basis in order to provide an opportunity for as many outstanding professionals as possible. The Programme is open to professionals who meet one or more of the following criteria:

- Outstanding Professor of a recognized university, who also meets the minimum qualifications for the position of Principal Analyst at KIPPRA;
- Minimum qualifications for the position of Senior Analyst at KIPPRA but with specialization in a rare area or possession of skills that KIPPRA lacks;
- Distinguishable career and long experience in practical public policy making; and
- Other criteria that management may propose and the Board may approve from time to time.

The mentors are expected to, among other things:

The terms of references for the Senior Mentors will include some or all of the following:

- Coordinate and take part in research leading to the publication of an edited book;
- Participate in thematic inter-divisional research chosen every year;
- Mentor junior researchers at the Institute and peer review the Institute's research papers; and
- Take part in capacity building or re-tooling programmes either for the Institute staff and Young Professionals (Interns) or stakeholders
- Prepare quarterly reports of their activities, achievements/outputs, and plans for the coming quarter.

Implementation

Currently, the KIPPRA Mentorship Programme, which started in 2008, has attracted two professionals.

Prof. Mark O. Odhiambo (immediate former Deputy Vice-Chancellor, Masinde Muliro University). Prof. Odhiambo is a respected Agricultural Economist. At KIPPRA, he is working on a project on *Productivity and Competitiveness in Kenyan Agriculture: Selected Crop and Livestock Products*. He is on sabbatical leave from Moi University, which is his current employer.



Prof. Joe Kiyah (University of Connecticut, USA). Prof. Kiyah is a Kenyan in the diaspora. He is on sabbatical from the University of Connecticut. He has the rare academic training in both law and economics that KIPPRA has been searching for, for a long time. At KIPPRA, he is working on a project on *Competition Policy and Competitiveness in Kenya*, which is a key input into the Kenya Economic Report that KIPPRA is preparing for Parliament.

The Institute will regularly advertise for this opportunity through its website and other media. We welcome professionals to take the when opportunity when it is announced soon.

For more information, contact:

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